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# THE CANADIAN RAILROADER

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## LABOR'S FOURTEEN POINTS

The following are the fourteen main requests made to the Provincial Government, by representatives of organized labor in the Province, for the enactment of new laws or for the modification of existing laws:—

- 1.—*An industrial accident compensation law based upon the principle of compulsory State insurance.*
- 2.—*An act limiting the hours of labor to not more than eight hours per day.*
- 3.—*An act concerning the employment of women before and after childbirth.*
- 4.—*A Mothers' Allowance Act.*
- 5.—*An act establishing pension funds for aged and needy persons.*
- 6.—*An act providing for the payment of fair wages and for the observance of other conditions.*
- 7.—*An act adopting the system of proportional representation in provincial elections.*
- 8.—*An act providing for the double platoon system for firemen.*
- 9.—*An act to bring municipal employees under the Arbitration Act.*
- 10.—*An act to control cold storage plants.*
- 11.—*Amendments to the law for the fixing of minimum wages for women.*
- 12.—*Amendments to the law providing for the inspection of scaffolding.*
- 13.—*Education and school commission reform.*
- 14.—*Measures of hygiene in industry.*

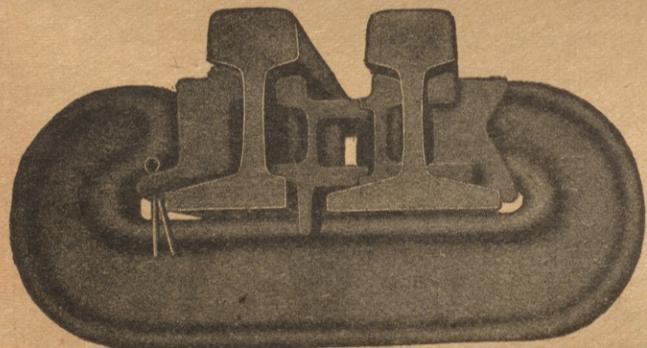
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# The Greatest Tragedy of the Road

**Conductors Mind Should Be Concentrated On Ensuring Safety of Life and Property Under His Care, Not Distracted by Passengers Trying to "Beat" Fare.**

By GEORGE PIERCE

**T**HREE is a provision in the Railway Act which has a direct bearing upon the matter under discussion in these articles. It is of special interest to the public because it suggests an opportunity for the people in general for co-operation which could largely assist in eliminating many of the trials and much of the inconvenience with which railroad men are pestered.

The Railway Act reads:—

"The Company, or the directors of the Company, by By-law, or any officer of the Company who is thereonto authorized by a By-law of the Company or directors, may, from time to time, prepare and issue tariffs of the tolls to be charged in respect of the railway owned or operated by the Company, and may specify the persons to whom, the place where, and the manner in which such tolls shall be paid."

Railway companies provide offices where tickets may be purchased for travel. It is surprising how many people dispense with the facilities offered. And it is here that the woes of the conductor begin. During the week-end crush in summer, passengers scramble aboard the trains in a flutter of great excitement, many without tickets. It is here that the hide-and-seek, little Bo-peep games come into play. A sort of a puss-in-the-corner affair, in which many very shy personages demonstrate their bashfulness by looking out of the window when the conductor comes around. They flit up and down the aisles looking for nooks and crannies in a general defy for the conductor to discover or find them. It is not so difficult, however, to discover the conductor. He will be stationed just outside of the wash-room with the patient resignation of the sentinel who has a long and watchful vigil to keep. As a diversion, the tedium is enlivened by arguments about fares with passengers who don't know what the fare is to the point of destination, but who adopt the policy of protestation on general principles. I have never been able to discover the motive actuating passengers who persist in changing all their big bills while aboard train, yet it is a fact that the smaller the distance to be travelled, the bigger the bill presented for change. During these week-end excursions, conductors are loaded up with enough money to make a bank manager with an eye to the deposits green with jealousy.

Conductors declare that on many local trains ten to fifteen per cent. of the passengers board the trains without buying tickets, even where ticket agents are on duty. It is, however, easily comprehended that it is next to impossible for the conductors to collect all the cash fares when it is remembered that rebates must be punched out in each and every instance.

It would appear from all this that if the government en-

acted the law requiring the purchase of tickets instead of leaving the matter of a by-law to the discretion of the railway companies, the general situation would be greatly benefited and the conductors would highly appreciate it, because doing business in the present way compels the conductor to put in two or three hours work on frequent occasions, after his regular run is over, straightening up his affairs before he can make a clear report. The conductor receives no pay for the time he gives in preparing his account for the accounting department.

But serious enough though loss of time, money and morals may be, there is another aspect which is still more serious. A conductor is the "captain of the ship". He is responsible for the safe carriage of his passengers. His time and thought should be concentrated primarily on the running of his train; a forgotten order, an order too hastily scanned, a distraction from the rules of the road, may at any moment mean death or injury to the passengers. If a conductor's time is taken up with making change and writing tickets for ticketless passengers, and arguing about fares, his mind is not as free and clear as it should be for his more important duties relating to the safety of the train.

Have you ever seen a conductor suddenly jump from an argument about fares to the end of the car to attend to something else? He has just rushed to a duty which, if forgotten, might mean the death of half a hundred persons.

Some years ago a conductor on the Wabash ran his train into a culvert where a fire had destroyed the bridge. Several lives were lost, other passengers were seriously injured, and there was great damage to rolling stock. He had previously been given a written order to stop short of the culvert. At the enquiry he admitted having received the order and having fully understood it—but disputes with a number of ticketless passengers had driven the thought of it from his mind until too late to save the train!

It will be seen that these cash fares are an unending source of moral mischief and physical danger.

Nearly all conductors agree that the great majority of the people who insist on boarding trains without tickets do so for the express purpose of beating the fare. Apart from all these considerations, the present system places a great temptation continuously before our railroad men.

If passengers were obliged to purchase tickets before getting on trains, and if the existing law referred to in a previous article, providing imprisonment for those who attempt to corrupt railroad conductors, were properly brought before the public, the results would be most beneficial to the public, the companies and the employees.

## Ottawa Preacher Urged Women and Girl Store Clerks to Join Union

"LET all the women and girls employed in the stores in Ottawa join the Retail Clerks' Union," said Rev. Father John J. O'Gorman during the course of a recent sermon on "The Christianizing of Industry" in Blessed Sacrament Roman Catholic Church, Ottawa. "Next," he said, "let the officials of the Retail Clerks' Union demand at once that the Minimum Wage Board, recently formed under the Ontario Minimum Wage Board Act of 1920, immediately investigate the wages paid women and girls in Ottawa stores and establish for such employees a minimum legal wage."

Following is the bulk of the sermon:

"A very large portion of the earthly destinies of perhaps the majority of the human race is shaped by the struggle for wealth. To-day, in the civilized portion of the world, the competition for wealth is industrialized. The big industries affect directly almost our whole urban population and indirectly, yet very powerfully, the rural population. The general attitude of industry, since present conditions became common, over a century ago, has been to act as if it were independent of religion. As a result: 'A small number of very rich men have been able to lay upon the teeming masses of the laboring poor a yoke little better than that of slavery itself.' That phrase was not written by a Socialist or a Bolshevik, but by Pope Leo XIII in his Encyclical on the conditions of the Working Classes. The same pope spoke of 'the misery and wretchedness pressing so heavily and unjustly at this moment on the vast majority of the working classes.'

"What is the remedy? The remedy is the Christianization of industry.

"In a statement of social reconstruction put forward in England by the Interdenominational Conference of Social Service Unions, a document in the preparation of which the Catholic Guild of England collaborated, the general principle is thus more completely stated:

"The contribution of Christianity to social reforms is of a spirit rather than of a cut-and-dried programme. It may appear vague and general when compared with the precise and detailed recommendations of the politician. But it certainly supplies two great needs for the lack of which so much effort in the past has been mischievous or barren; it gives us guiding principles and a compelling motive.

"1. No social work can ultimately be of value unless it is based on secure principles. Men must be clear as to their aims before they can profitably discuss methods. Our manner of treating our fellow-men will depend upon our opinions as to

the nature and destiny of human personality. Our housing schemes will be conditioned by our Christian ideal of the family. The Christian spirit should affect man in all circumstances of his life, and the application of Christian principles to social conditions will give a unique coherence and security to our work.

"2. Moreover, the motives for social reform supplied by Christian-

and nations. 'Thou shalt not steal' condemns in advance depriving the laborer of a living wage, and also cheating, profiteering and usury. The command, 'Thou shalt not lie' condemns false advertising and false labelling of goods. The command 'Honor thy father and mother, and 'Thou shalt not commit adultery' forbid in advance those economic conditions which condemn women and children to modes of life detrimental to their morals or which prevent the maintenance of the privacy and security of sanitary Christian homes. 'Thou shalt not kill' forbids types of industry that are destructive to body or soul. 'Thou shalt not take the name of the Lord in

As the New York Tribune Sees the Fight on the "Open Shop" Between the National Chamber of Commerce and the A. F. of L.



Why not spend a little less time complaining about the behavior of the neighbor's children—



—and devote a little more attention to administering some discipline at home?

ity are of undisputed power. It is recognized that, however important legislation, whether restrictive or positive, may be, real social progress depends throughout upon the deepening and broadening of the sense of personal responsibility.'

The Guiding Principles.

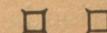
"Christianity gives first of all 'guiding principles.' Now, the most important practical guiding principles are the Ten Commandments. They apply not merely to individuals, but to corporations and unions

vain' should protect the worker against the profane or filthy speech of associates in industry. 'Remember that thou keep holy the Sabbath day' condemns unnecessary servile work on Sunday. 'Thou shalt not covet' takes away the motive from social revolutionaries, and finally the first commandment brings industry face to face with the fundamental fact that the Creator is supreme and that His creatures must be treated with justice and respect. In the ap-

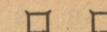
(Continued on page 12.)

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## Thinks Copy of Law Against Corruption Should be Posted in Every Railway Car

Editor, Canadian Railroader:

I have been deeply interested in the articles you title as "The Greatest Tragedy of the Road." The title is right, from a railroadman's point of view.

In your first article you outline what befalls a man who becomes a victim of the courts. In the second you carefully place the blame where it has its origin. It is true that it takes two to make the deal, and it is always the smooth traveller who expects to get something for very little or nothing, who holds out the temptation to Mr. Conductor. In your third article I see you note that there is a law to deal with the sort of highly-respectable people who "fix" the conductor, and would it not be funny to see some of our nice business men with reputations beyond reproach, or some of our so-called examples of society, answering to a charge of this kind?

I was not aware that a law of this kind existed, and I would highly recommend that a copy of this law be posted in every railway car so that some of our slick, up-to-date gents who are going out to the country after a hard day at business, or a very strenuous sermon on right and wrong from their point of view, may be further enlightened, as I am sure that there are very few who know that they are a party to the theft, because in the past Mr. Conductor has been the goat. "Of course," thinks the passenger, "the conductor is the only one who does any stealing, and he should steal, because if he doesn't take what I offer him I will report him for something or other that he has not done, and with my influence I should be able to get him fired for not stealing."

Let me compliment you on your wonderful work. It is a great undertaking and I hope you will continue it until the railroad companies and the clean men in the Brotherhoods get results. You cannot air this too much. Open it up and let's take a look at it from the inside and we will then see who is the most to blame. I wish the system could be changed so that someone else would handle the revenue of the company, and let someone else be the goat. Education on the subject is the only thing for the present. What is wanted is an honest propaganda started by the company and the men to show all dangers and temptations, not the sending of men out to tempt railroaders and then catch them, or to teach them how to steal if they do not know how, but the sending of men who will preach honesty, and clean living. I am sure there would be better results. The present system is very unsatisfactory to everybody.

—Railroad Conductor.

### THE SICK CHILD.

Child. O, mother, lay your hand on my brow!  
O, mother, mother, where am I now?  
Why is the room so gaunt and great?  
Why am I lying awake so late?

Mother. Fear not at all: the night is still.  
Nothing is here that means you ill—  
Nothing but lamps the whole town through,  
And never a child awake but you.

Child. Mother, mother, speak low in my ear,  
Some of the things are so great and near,  
Some are so small and far away,  
I have a fear that I cannot say.  
What have I done, and what do I fear,  
And why are you crying, mother, dear?

Mother. Out in the city, sounds begin.  
Thank the kind God, the carts come in!  
An hour or two more, and God is so kind,  
The day shall be blue in the window-blind,  
Then shall my child go sweetly asleep,  
And dream of the birds and the hills of sheep.

—Robert Louis Stevenson.

Wife—"George, I want to see that letter."

Husband—"What letter, dear?"

Wife—"That one you just opened. I know by the handwriting it is

from a woman, and you turned pale when you read it. Hand it here, sir!"

Husband—"Here it is, dear. It is from your dressmaker."

## Labor in Changing World

(By Professor R. M. MacIver, \$2.00. Published by J. M. Dent & Sons, Ltd., Toronto).

The theme of "Labor in a Changing World," is the question of the hour, "The place of labor in the industrial order." Is it a commodity or is it a personality? The opening chapter challenges us to facing of the fact of social change. Unrest is not to be regarded as a momentary or insignificant thing. "The unrest of to-day makes the civilization of to-morrow. Had there been no unrest in the stone age, the world would still be the stone age." The new attitude of Labor "demands a large share in prosperity and a voice in the control of industry."

There is a good deal in the public press to-day about the importance of capital to the prosperity of the future, but no one is questioning its value. The question is who shall own the capital, the people's means of livelihood, and the homes in which they live? Shall these remain the property of a few who by virtue of their possession can bring undue economic pressure upon their fellows or shall they gradually become socialized, so that the masses may become property owners? Professor MacIver points out that "so far as production is concerned capital might be owned by labor, by management, by the state, or by the community, and the position of the Socialist remains unaltered by that overworked argument, that capital is as necessary as labor."

The modern claim of labor is to personality and as such it should be granted "a share in control; and security of tenure." It therefore, "demands a new position in industry; a new industrial order." Laborers are not merely wage earners; they are producers, and all who share in the work of production whether with hand or brain are now being included in the term "labor."

The Professor is particularly good in his analysis of the wasteful elements in the present industrial system. He finds seven factors that are contributing to inefficiency and loss in capitalistic control of industry. We think there are other wastes growing out of competition which could have been mentioned, such as the exploitation of natural resources, the effort to secure a market, cross freights, etc. He has, however, made it clear that the wastes now going on are enormous. If the wastes enumerated by the Professor were eliminated the cost of living would come down without a reduction of wages. More publicity should be given to this defect in our social order. Employers and employees should study the question from all sides. It is sure that wage reduction is a false economy and that by keeping wages up and eliminating waste the standard of living could be considerably raised.

He courageously faces the "Lions in the Path," viz., the individualistic

traditions of the law which make unionism appear a lawless thing, The entrenched power of consolidated wealth, the economic oligarchy which controls the political machine and the agencies of public opinion. But new forces have already arisen which will prove to be the undoing of these monsters. In the reconstruction which is before us "Labor will have to cease to be mere servant and capital mere owner." They must be partners in production instead of one being a mere instrument to be handled by the other. This partnership can be best brought about by an efficient organization of labor—"The real peril to the nation is in unorganized labor."

The book is sane, courageous and thought-provoking. It rightly deserves the wide circulation which it is having, and should be read by everyone who is interested in the reconstruction of industrial order. —R. W. Armstrong.

"Your honor," said the arrested chauffeur, "I tried to warn the man, but the horn would not work."

"Then why did you not slacken speed rather than run him down?"

A light seemed to dawn upon the prisoner. "That's one on me. I never thought of that."

The teacher was hearing the youthful class in mathematics.

"Now," she said, "in order to subtract things have to be in the same denomination. For instance, we couldn't take three pears from four peaches, nor eight horses from ten cats. Do you understand?"

There was assent from the majority of pupils. One little boy in the rear raised a timid hand.

"Well, Bobby, what is it?" asked the teacher.

"Please, teacher," said Bobby, "couldn't you take three quarts of milk from two cows?"

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## Hazards of Railway Shops

The Inspection News Bulletin, an American journal for underwriters, gives a report of underwriting value in each issue on some industry or locality. The December issue contained the following report on the M. K. and T. Railway shops at Parsons, Kansas:—

THE principal work of these shops is the repairing and rebuilding of locomotives. The shops are modern and are well and favorably known among mechanics for their pleasant working conditions and the endeavor on the part of the management to surround the work with all safety devices. There are very few serious accidents in the big shop, probably averaging no more than would occur among the same number of workers in other industries.

### The Machine Shop.

Machinists: The machinists are employed in several different parts of the shop. A large number of the men are in the machine shop proper doing lathe work. Other men work on engines which are run into the shop and are dead. Other men are employed in a large, well-equipped tool room, in which practically all the tools used in the shops are made. In the air room the machinists repair and overhaul airbrakes and accessories. The air room is regarded by the men as being a particularly desirable place because it is very clean and there are practically no accidents. The tool room is also well regarded in this respect. A few of the lathe jobs are very easy and are considered as being in the nature of pensions.

There is practically no danger in connection with work in the machine shops, the accidents being of a minor nature. The engines are dead, eliminating the hazard from that source. The lathes are modern and equipped with all safety devices. The greatest hazard comes from pieces of flying steel which sometimes causes a severe and painful injury.

Machinists' apprentices work directly under the instructions of a machinist and are in no greater hazard.

Machinists' helpers are laborers employed to do the rough heavy work for the machinists and apprentices. Some helpers acquire great skill, but do not rise to be machinists because they have never served an apprenticeship. Their work is more dangerous than that of a machinist because they do the lifting and moving of heavy pieces.

Boilermakers: There is a large, well-equipped boiler shop in connection with the machine shops. Repair work on the boilers is done here. The work in this shop is very hard, these men usually being very strong and robust.

On account of the continual noise in this shop, a number of the men appear to lose their hearing when they become middle aged. This renders them more liable to accidents. Although the shops are unusually free from accidents, the occupation is regarded as being more

hazardous than that of a machinist.

The boilermakers' apprentices do the same work as the boilermakers themselves. The helpers, however, occupy the same comparative position as a machinist helper as they do the rough heavy work. Their work is regarded as proportionally more dangerous than that of a machinist helper.

Tinsmiths and Coppersmiths: Their work corresponds to the usual work of men in that trade. Most of their work is on dead engines in the large shops where there is very little danger. They also make tin and copper work for use on buildings along the system, sometimes going out to install it.

The apprentices and helpers occupy the same relation to the skilled worker that is usual to all trades in the shops. There are very few accidents of any nature to these men, such accidents as occur being of a minor nature.

### The Round House.

In the round house the engines are cleaned and made ready for their next run. It is a more dangerous place to work than in a machine shop and is therefore not as well regarded by most of the men. Some of them, however, prefer to work here as they can put in more overtime thus increasing their pay. Some machinists average over \$300 per month, but it requires long hours to do this.

General: Many men working in or near a roundhouse are in a more dangerous occupation than those in the machine shops or boiler shops. Engines are constantly being moved in and out of the roundhouse and accidents are bound to occur. The men also frequently work on live engines which increases their hazard. Not a year goes by without a fatal accident in the roundhouse. As is usual to most trades the majority of the accidents occur to the unskilled men there.

Machinists: Many machinists are employed in the roundhouse in making minor repairs which can be completed in a few hours and do not necessitate the engine being taken to the big shop. These men frequently work on live engines and are in added danger from the engines which are moving in and out all the time.

The machinists' helpers are relatively in more danger than the machinists themselves.

Boilermakers and Helpers: These men are employed at the roundhouse in making minor repairs on engines that are still in service. Their work corresponds to the work given above with the exception that they are in greater danger because of conditions in the roundhouse.

Hostlers: These men run the engines in and out of the roundhouse,

see that they are supplied with coal, sand and water and run them to the place where the engine crews take charge of them. Their work is similar to that of a switch engineer, there being some danger in the work.

Fire Builders: These men build the fires in the engines. It is not regarded as a desirable job. At one time colored men were largely employed for this job, but white men are now being used.

Engine Wipers: These are practically all colored men, although during the war an attempt was made to use colored women, but they were not a success.

Boiler washers: Their work is very dirty and disagreeable with some danger attached to it, either from being scalded or from the engine being moved while they are working on it. Colored men are employed for this work.

### Blacksmith Shop.

There is a large, well-equipped blacksmith shop in connection with the machine shop. The work of these men is very similar to that of men in commercial shops with the exception that they work on heavier forgings and use trip hammers more than is usual.

Blacksmiths: The chief danger to blacksmiths come from burns, which are usually of a minor nature although occasionally a man gets burned around the eyes by sparks.

Blacksmith Helpers: The work of the blacksmith apprentices and helpers

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ers is very heavy, only the most robust men being able to stand it for more than a few years. The heat near the big forges is hard on the men, being very intense, especially in the summer time.

#### The Foundry.

The shops maintain a fairly well equipped brass and iron foundry. The brass foundry is in continuous operation, the iron foundry being operated only intermittently. The brass foundry is generally regarded as being above the iron foundry in safety and desirability.

It is very seldom that there is a fatal accident in either foundry, although there are numerous minor accidents from small burns. Many of the men seem to have stomach trouble, which they attribute to drinking ice water after having become overheated.

Most of the men now working in the foundries are middle-aged or old men. This is because the helpers in the foundries have very hard work and there are not many boys learning the trade now. Owing to the hard life, a helper will leave the foundry whenever he can get a position in the commercial foundries or in the other shops.

#### Car Shops.

Freight cars of all description are repaired and rebuilt in the large car shops. Most of the men working here are the poorer class of carpenters, many of whom have entered the shop as unskilled laborers, but in a short time acquire enough skill to become a car repairer or carpenter.

Carpenters: Carpenters working in the car shop itself are in practically no danger other than that of falling off a car or hurting themselves with their own tools.

They are exposed to another hazard, however, as many of them are required to perform work on the repair track. This is a dangerous place as the men work underneath the cars which are sometimes moved accidentally, with consequent fatality. There are rules against switching engines operating on the repair tracks during working hours, but sometimes they shunt in "bad order cars" without warning. This occurs when the signal flags blow down or are not seen and when they "kick" in cars under these conditions, someone is liable to get hurt or killed.

These men are also exposed to some danger in changing the trucks and wheels on the cars. Sometimes the men are sent out to repair damaged cars on a siding and occasionally accidents will occur in the work because they do not have the proper equipment to handle it.

Everything considered, the men in the car department are subjected to a greater hazard from accidents of a serious nature than the men in the machine shops or boiler shops.

Other Carpenters: Carpenters are employed in nearly all the departments of the shops and outside of the car shops the work is no more dangerous than that of the average carpenter. Occasionally they have minor accidents while working on engine cabs or in the round house.

#### Paint Shops.

The men employed in the paint shops are under no unusual hazard when they are working on engines in the machine shops or roundhouse above. Occasionally these men go out on the road to paint stations where the risk is the same as that of any commercial painter.

Many of the men do high grade work, a good painter being required as a coach painter. Some of them do gold leaf work, putting numbers and names on engines. The men working in the shops are practically free from accidents.

#### Reclamation Plant.

In this plant all broken and worn material is worked over in order to salvage anything that can be used. About 300 men are employed here, many of them doing nothing more than sorting scrap. In this department the danger is slight, the usual accidents being cuts and bruises from dropping small pieces of iron. The only unusual hazard is the use of big trip hammers in breaking up large pieces of iron.

#### Small Shops.

There are many small shops employing three or four men on special work, and the work is usually safe. These range from pattern makers at the foundry to men who have charge of the oil warehouses. There are usually only two or three men on each shift.

**ANTI UNION PRETENCE  
DENOUNCED BY CLERGY.**  
Methodist Federation for Social  
Service Scores "Open Shop"  
Campaign.

"In the light of what has happened in the steel industry, where the so-called American principle of employment has been fully demonstrated over a period of years, it also seems quite clear to us that the success of the present 'open shop' campaign would mean the establishment of a closed shop — closed against union labor, and would return large numbers of wage earners to the living standards of sweat industries," is one of the strong declarations by the Methodist federation for social service in a statement recently issued, which continues:

"In the light of what is now happening in certain local mining districts in West Virginia, we regard it as certain that the consummation of this 'open shop' campaign will perpetuate and increase chaos, anarchy and warfare in our industrial life.

"The leaders of this 'open shop' campaign announce themselves as champions of the rights and freedom of the unorganized man, but the kind of freedom and protection that the so-called 'individual rights' policy actually gives to the unorganized man can be ascertained by reading the report of the inter-church movement on the steel strike.

"In the steel industry this labor policy, conceived in the same spirit as the present 'open shop' campaign and defended on the same ground of right and principle, has meant the destruction of all labor organization,

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WEEKLY

The Official Organ of  
The Fifth Sunday Meeting Association of Canada

ORGANIZED SEPTEMBER 1916

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17  
GEORGE PIERCE, Editor  
KENNEDY CRONE, Managing Editor

## Stepping Backwards

THE Gazette of January 28 says that at London, Ont., the previous day, "the more radical section of the Social Service Council of Canada met some opposition at the closing session of the annual convention when, in discussing the report of the committee on industrial life and immigration, exception was taken by a woman speaker to the assumption that the workers had more right to consideration than the employers. Among points which it was proposed the Council should favor as matters for immediate legislative attention was mentioned the protection of the right of workers to free speech, free assembly, freedom to organize and to send whom they wished to represent them."

"Mrs. Laing, representing the local Council of Women, Toronto, urged that the unorganized worker had an equal right to the support and sympathy of the Council, and in this she was supported by Archdeacon Inglis, of Toronto, who contended that the employer should be equally considered by the social workers. Canon Vernon and Rev. Ernest Thomas argued that they were only proposing to give labor rights that had long been enjoyed by capital. Finally, the paragraph was amended in such a way that it was rendered non-committal."

Organized labor had been coming to the notion during the past few years that the Social Service Council, which is largely made up of representatives of non-Roman Catholic churches and various welfare organizations such as the Y. M. C. A. and the Y. W. C. A., was a serious student of labor affairs, and being so, had inevitably seen the wisdom and justice of the elementary principles of the labor movement, even if it still had an open mind on some of the manners of working out these principles.

If the general declarations of the bulk of organized labor on social and industrial questions were compared with the declarations of the churches represented in the Council, and the Roman Catholic Church as well, there would be found a striking parallel of thought. Prohibition is probably the only issue on which there is notable cleavage; most of the churches seek prohibition, while most trade unions seek temperance instead. One wonders if anti-laborists realize that in attacking moderate Canadian labor they are also by inference attacking the moderate element in Canadian churches. It might be a good thing if someone with the means would make a survey of the social and industrial attitudes of labor and the churches and print records of them together in a pamphlet for general distribution. Such a pamphlet might reveal to those who regard labor leaders as radical and insane, the awful truth that lots of church spokesmen are just as radical and insane on the same subject.

It was not always thus. The labor movement has doubtless had a good deal to do with inspiring the churches to a new vision. But let bygones be bygones.

In view of the change which has come over church thought, it is surprising to learn that there was enough opposition at the annual meeting of the Social Service Council to render abortive an effort to have the Council favor, as matters for immediate legislative attention, "the right of workers to free speech, free assembly, freedom to organize and to send whom they wished to represent them."

These are rights as clear to-day as the right to vote or the right to send a child to school, and it is not necessary to put up a case for them in these columns. The surprise is that anyone tried to put up a case against them in the Social Service Council. The argument of Mrs. Laing, that the unorganized workers had an equal right to the support and sympathy of the Council, is quite good, but it should be remembered that the organized workers are the only visible articulation of the unorganized workers, and that the greatest champions of the unorganized are the organized. When organized workers ask for the rights named, they ask for rights which they have already in some measure won for themselves by their own unaided efforts, and which they want to see granted to the unorganized workers. The surest way to give support and sympathy to unorganized workers is to give these things through organized bodies willing and fitted to make the best use of them. If Mrs. Laing would really like the rights to be granted to unorganized workers, she should support the organized workers asking for them. If she is opposed to granting the rights to any workers, then she is standing in the way of progress, causing, maybe, a little delay in the traffic but liable to be run over in the process.

Archdeacon Inglis in his contention that the employer should be equally considered by the Council, was well answered by Canon Vernon and Rev. Ernest Thomas, when they said that they were only proposing to give to labor rights that had long been enjoyed by capital.

Perhaps the Gazette report on account of its brevity did not cover all the important angles of the discussion. On the face of things, as looked at through the report, the Council took a jump backwards that will puzzle a lot of persons within and without church and social welfare circles.

—Kennedy Crone.



See 'im? Ruined by the peace, 'e was; used to paint 'ouse-to-let signs, 'e did!" —The Bystander, London.

### Prosecuting Repression

EVEN the social reformers are beginning to object to too much in the way of censoring and, in general, to the system of appointing single individuals or small boards, to act in an arbitrary manner with the interests of business or with the liberty of the individual. At the annual convention of the Social Service Council of Canada, held at London, Ont., recently, the question of improper vaudevilles was discussed; but when the proposal was made that there should be a stricter censorship, a Methodist minister entered a protest, asserting that in his opinion there was too much of that method of repression which depended upon the individual taste. He felt that it would be safer to allow the public to judge and to have those who were interested in suppressing such shows, take action locally. Finally the convention adopted a resolution which called upon its local units to exercise a sort of voluntary censorship by calling the attention of the police to anything that was against morals and good taste.

The same principle was seen when the question of marriage certificates was discussed. The proposal was to place the intending parties under the power of a medical officer of health for passing; but one speaker pointed out that medical men were just as prone to error or persuasion as any other profession or calling, and that this step would mean not only that they had power to kill but also to curtail human liberty. There are to-day many people who object to the medical profession—the large body of Christian Scientists and others who believe in what they consider more natural methods of healing. It would be obviously unfair to place such people under the jurisdiction of this profession, just as much as to place a child of an agnostic or a Jew under a Christian minister for education.

The one principle that social reformers need to recognize—and many of them have already recognized it—is that there must be a finality in the matter of what may be called prosecuting repression. If the rendering of some action a penal offence, or inaction for that matter, were carried out at the rate some people propose, in two or three centuries the majority of the race might either be paying fines or going to jail. The real objective of the social reformer and worker should be to educate the individual and the community up to what they set as their ideals, and in this connection it is of interest to note that something on these lines is being done by the temperance advocates in the west, who are discovering that it is better to have prohibition in this way than with the butt-end of a revolver.

—Caedmon.

### What is Culture?

“THE mere acquisition of knowledge is not culture,” writes Shailler Mathews, Professor of Historical and Comparative Theology in the University of Chicago. “The professional scholar too often finds in learning nothing but the weapon for his conflict with circumstances. . . . Education that does not change the fibre of a man’s character, that does not awaken some love of that which is truly beautiful, that does not make a man into a gentleman, makes vulgarity doubly vulgar.

“Nor is culture a mere veneer of absent-minded interest in things we have been told should interest us. To talk readily at a reception about the latest novel; to parade a smattering of Greek, or Latin, or politics; to know when to leave one visiting card and when two; to be able to tell without the aid of a clock when a call has reached its end; to be indiscriminately interested in pictures, gowns, music, University Settlements, and all other good works: this is not culture. But to seek to train the deepest sympathies of one’s life; to choose that which is noble and that which is beautiful; to learn to despise cynicism and to believe that the world is the abode of purity and goodness as well as of evil; to study with such sincerity that smug respectability be felt unworthy a struggle; to feel in life the upspringing of loftier ambitions and sympathies; to be ready to stake one’s life that truth is more than victory, be the triumphal procession never so long—in a word to transmute knowledge into love: this is culture.”

Will our university graduates in general, and the members of our Smart Set in particular, please note?

—George Daniels.

Ill fares the land, to hastening ills a prey  
Where wealth accumulates and men decay.  
—Oliver Goldsmith.

**Sir William Goode.**—I do not wish to appear to be an alarmist, but if the Allies can hold out no prospect of means for continued existence, then I fear we must be prepared for an outbreak that would be beyond the control of any authority that might be left to Austria. It is common knowledge that the Bolsheviks have made elaborate preparations to utilize Vienna as a centre of activity and propaganda.

**Frederick A. Wallis.**—The problem of the immigrant, both socially and economically, can only be met by scientific selection, intelligent distribution and broad assimilation.

**Cicely Hamilton.**—We cannot afford to leave idle and derelict any force that may control—however slightly—the impulse to destroy which is the natural expression of the mass-mind stirred to emotion. Half-a-dozen years of mass-emotion and mass-action have laid great parts of Europe in ruins and shaken the foundations whereon human society is built—and the process of destruction appears likely to renew itself indefinitely.

**Rear Admiral William S. Sims.**—The world won’t stand for another war. The world can’t stand another war. And if we don’t keep on nourishing the sentiment that was aroused for the Allies during the war, we are going to get into trouble. Personally, I believe in the initiative being taken by the English-speaking people.

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# Trade Unionism Amongst Bank Clerks

(From our own correspondent).

Glasgow.

A N important effect of a labor surplus on the market is that it gives an employer the opportunity to select the best worker, so that he is able to get the fittest man at the lowest competitive rate. The datum line of wages for the best man tends to be the minimum of subsistence. The unfortunates of inferior capacity have to get along as best they can in a stunted, pauperized fashion.

It only required a period of high prices through bad harvests, bad trade, or war to create widespread unemployment and want. Fortunately the revolt against these conditions did not

express itself in bloodshed in this country, as it did elsewhere. A better economic solution might have been found, but seeing their weakness in the mar-

gin of unemployed, men combined together to control the entrance to their trade, and to bargain collectively for higher wages and better conditions of service.

Mr. Arthur Birnie, M.A., lecturing in the Marischal College last month, said, "The blame for the existing position really lay with those statesmen of the 18th and 19th centuries who, by want of policy, made trade unionism necessary. They sowed the wind, and now they of the present time were likely to reap the whirlwind."

The general law of wages has operated against bank employees, there having been a plentiful supply of men. Many fathers, and especially many mothers, wanted their sons to be in a bank, where they would have a gentleman's life from 10 to 3 (sic). In later years a more serious service has been demanded from men who were more dependent on their salaries, but there has been little improvement towards an economic wage for the rank and file. They were often forced to eke out their living by supplementary offices. The law was made to operate further against bank employees in Scotland by the evident arrangement of bank directors not to compete for clerks in each other's employ. Occasionally there is competition for a manager, and in obedience to this law his "wages" rise. The only competitive demand for a Scotch clerk is from "furth of Scotland"; he must become an exile. Thus it transpires that the wonderful services of bankmen avail them nothing. Their salaries and conditions of service are unrelated to their monumental fidelity, their amazing accuracy, and the risks they carry.



James Gibson

The disability under which bankmen have labored has expressed itself in many ways. They are unfitted for other services and become more "tied" to their banks each year of service. They are thus unable to meet their managers on even terms and state their case.

If salaries were meagre, then pensions based on them must be inadequate. Worse still, they were often a matter of grace and not an inalienable right. Political freedom has been discouraged. It is unfortunately true that the incentive to rise has been diminished by agencies being given to untrained outsiders while the work and responsibility have been shouldered by bank tradesmen on the minimum scale.

It is true that salaries have been paid for holidays and sickness, but as an offset balance time and overtime are unpaid. It is also true that managements and staffs have, by their combined efforts, created annually the funds from which the capital fund is renewed, property and securities are depreciated, salaries and dividends are paid and rest funds built up.

The great rise in cost of living during the latter years of the war, without any adequate increase of salaries, reduced the greatest number of bankmen to abject starvation. All over the world staffs came together to their accustomed centres for mutual support. The movement was too universal and widely supported to be the work of "a few agitators." It can only be accounted for by widespread suffering driving men desperately from their traditional isolation into the paths trodden out by the manual workers before them. Bankmen formed trade unions, but their pride did not allow them to call "a spade a spade." They designated them guilds or associations. In South Africa, Australia, Canada, Ireland, England, Scotland, France, Germany, and Constantinople the Cosmopolitan, the movement found spontaneous expression.

It is a mutual benefit for the smooth working of the profession when the chosen association of the staffs is recognized by the management side as representing the staffs in all matters requiring intercommunication. Unfortunately there has been stout opposition to this requirement, and in some cases the management side has yielded only under strike pressure. In Australia, under a Labor Government, the association was automatically recognized on its formation. In England and Scotland, while the management sides can associate in the British Bankers Association without imperilling their individual undertakings, they are unable to recognize the right of their staffs to associate in furtherance of their interests.

It was speedily recognized by bankmen that the Whitley Joint Councils, recommended by the Government, were particularly suitable for their profession where the staff side is hardly inferior to the other in culture and technical skill. These councils mark a new epoch in trade unionism. They provide machinery to cover the whole profession, while the needs of separate banks are met in detail. Instead of two armed camps opposing each other with hostile intent the idea of co-operation between the parties is introduced. Everyone will gain from adopting the scheme which will tend to goodwill, efficiency and national well-being. The latest legislation under the Unemployment Insurance Act, 1920, has in view the existence of association between the two sides of industry. The management side will be in recurrent disadvantage as long as it endeavors to retard the natural evolution of national welfare.

The eternal salary question is the centre of discussion. The banks refuse to consider scales of salaries on the ground that they would not have the opportunity to reward merit. The scales put forward by the unions are invariably minimum scales, so that there would still be opportunity to discriminate, while a living wage would be ensured to the staffs.

In practice we find that a scale has always been in operation in the banks. The point of difference is that discrimination took the form of dropping a "rise" for the erring one rather than special recognition of the meritorious.

In cannot be maintained that the larger increases given in six years since 1914 are due to proportionately increased service as compared with six years prior to 1914. Obviously the increased standard was based on the increased cost of living, which knocks the bottom out of the case that salaries are awarded according to merits. The banks frequently discriminate between service in town and country; between married men and single men. Some banks frankly publish scales, e.g., Union, North, and London Joint City and Midland Banks.

The association holds that the position of the women in the banks is very unsatisfactory. Many women have now worked for five years and are still on the temporary staff. If they are to be retained their position should be regularized. It is unworthy of the banks and unfair

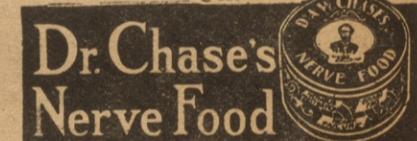


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to the women to continue them on terms of uncertainty.

When the full force of the economic laws is realized the best minds among shareholders, directors and managers will welcome the small measure of safeguard which union of staffs can give them, and that they will urge the recognition of the associations and frank meeting in open council. The banks have everything to gain from inducing manliness and self-reliance among their staffs. Instead of the whirlwind they may reap security and good-will which, like mercy, will

"Bless him who gives  
"And him who receives."

—James Gibson.

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# The Strike in Nova Scotia

*A Statement by Officers of Railroad Organizations*

The strike of the engineers, firemen, conductors and brakemen employed by The Dominion Iron & Steel Company and the Nova Scotia Steel & Coal Company continues at this writing.

The story of the strike was explained in detail in the issue of January 22nd, but in order to emphasize the arbitrary action of the two corporations and the comparatively low wage paid to the employees affected, it is believed a further review will be interesting and timely.

The employees of the companies affected endeavored to secure a wage rate that would be equal to, or closer to, the going rate paid for like service by the railways than was being paid by the companies approached. The representatives of the employees proposed that a Board of Investigation be appointed, composed of the six railway officials representing the Canadian railroads on Canadian Railway Board of Adjustment No. 1, and agreed to abide by whatever decision might be rendered by that Board, but the Nova Scotia Steel & Coal Company, with which negotiations were being directly conducted, refused to have anything to do with the proposition. When all of the efforts of the employees to bring about an adjustment of their differences failed, application was made to the Department of Labor under date of November 1st, 1920, for a Board of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act, 1907, and under date of November 10, 1920, the employees were advised by the Registrar that the property in question did not come under the provisions of the Act, although it has been declared to be a railway by the Attorney General's Department of the Provincial Government, of Nova Scotia.

The final effort on the part of the men and its failure to secure an investigation and possible adjustment of their demands left them without further recourse, except to leave the service of the Company. It was quite apparent that if negotiations could not be concluded with The Nova Scotia Steel & Coal Company, recognized as a railway, it would be futile to attempt to do anything of the kind with The Dominion Iron & Steel Company. Therefore, in the firm belief that there was every justification for their decision, the employees of these companies decided that a strike be declared against both of them on November 22, 1920, which strike is still in effect.

The Sydney & Louisburg Railway and the Cumberland Railway & Coal Company are owned and controlled by The Dominion Iron & Steel Company. November 29, 1920, the yard and road employees of the Sydney & Louisburg Railway were conceded standard wage rates. December 7, 1920, the same classes of employees on the Cumberland Railway & Coal Company were allowed standard rates of pay. Bear in mind that the engineers, firemen, conductors and yardmen of The Dominion Iron & Steel Company, the Sydney & Louisburg Railway, and the Cumberland Railway & Coal Company are all working for the same corporation, namely: The Dominion Coal Company. Railroad employees of The Dominion Iron & Steel Company perform exactly the same classes of switching service as other railroad men handling cars in yards perform, while the work is more hazardous because of the dangerous conditions incident to inside work in steel industries, and because of inadequate and unsafe equipment.

The rates of pay will not bear comparison. Standard hourly rates in yard services are: Engineers 88c., firemen 70c., conductors 88c., brakemen 81c., with time and one-half for overtime after eight hours. The hourly rates paid by the Dominion Iron & Steel Company for yard service are: Engineers 64c., firemen 50c., conductors 60c., brakemen 50c., without extra compensation for overtime. The rates paid by the Nova Scotia Steel & Coal Company in yard service are: Engineers 57c., firemen 44c., conductors 50c., brakemen 44c., with no extra allowances for overtime. The employees of the two steel corporations were on a 12 hour day basis. Taking, by comparison, the standard hourly rates with time and one-half for overtime, and the rates paid by the steel corporations without time and one-half after eight hours, it will be seen that the wage rates paid by the two corporations involved approximate 50 per cent of the standard rates paid on Canadian railways.

Reference to the earnings of these two corporations will show that they were enormously increased during the period of the war. They also will show that during that period dividend allowances on common and in some instances on preferred stock, were increased, and that they have not decreased since that time.

Wages in every other class of service in Canada were considerably increased, and in addition to wage increases there was a general decrease in the hours of service to the effect that a

uniform eight hour day became generally operative with time and one-half for all time worked in excess of eight hours. The men in railway service on the properties of the two steel corporations involved made request for increased rates of pay and the shorter work day, but they were denied, and believing that they were wholly justified in attempting to force the issue, they decided that rather than to continue to work under such disadvantageous conditions they would leave the service of their employers and take their chances of forcing the demanded and justifiable increase in wages and reduction in the number of hours, before which overtime rates should become effective.

These employees, as has been stated, were required to work on a 12 hour day basis. Standard railway conditions require men to work eight hours a day with pay at time and one-half rates for all time worked in excess of eight hours. It is herein shown that the hourly rates paid the steel corporation employees were far below standard, and without time and one-half for overtime their wages were approximately 50 per cent of the standard rates, which is an injustice that should appeal to every citizen of Canada.

The steel corporations set up the claim that the men were not railway employees and in consequence were not entitled to the same consideration as railway employees. Other steel companies in Canada, the largest of which is the Algoma Steel Corporation, paid the standard going rate for railway employees until after the strike of the steel corporations in Nova Scotia prompted them to ask a reduction in wages following an agreement made November 1st, 1920, in which the Algoma Steel Company agreed to maintain standard rates and service conditions for one year.

This is one of the lamentable after-effects of the arbitrary refusal of the Nova Scotia steel companies to deal justly with their employees.

At the beginning of the strike the steel companies protested vigorously through the press that the men had not treated them fairly, that they did not give them sufficient opportunity to get ready for the strike. The steel companies did not expect their men would leave the service. They depended upon the rather isolated location of their plants, and the fact that the majority of the men interested were married and had their homes at Sydney and Sydney Mines, and that it would be almost impossible for them to go elsewhere in search of other employment.

To state the case plainly will be to say that they believed they had the advantage and they forced the strike. The men were fully justified in leaving the service at a time that would place them in a position of advantage if it were possible to do so.

A review of the earnings of The Dominion Iron & Steel Company will show that during the period of the war its earnings were greater by almost double than they had ever been before, and that in 1920, covering a period of world-wide business depression, their net earnings still amounted to five and one-half millions. The dividends on preferred stocks were not decreased, while the dividends on common stock for 1920 exceed by \$700,000 the amount paid in dividends on common stock in 1919, although the net operating profits were \$3,000,000 less in 1920. In 1917 the Company paid a deferred preferred dividend of \$350,000.

This should convince readers that while The Dominion Steel Corporation is wholly determined in paying a ruinous wage rate, it is equally determined to maintain better than the going rate of its dividends both common and preferred.

The Nova Scotia Steel & Coal Company shows pretty much the same situation, although its report for 1920 has not as yet been published. It shows, however, that in 1917 and 1918 the operating profits were, for 1917, \$3,069,449, in 1918 they were \$3,535,525, while in 1919, when the beginning of the business depression was being felt, the operating profits were \$2,193,305. The same report shows that the net profits for 1917 were \$1,340,478, for 1918 \$1,716,492, and for 1919 \$1,029,877. The dividends paid in 1919 exceed by \$10,000 the total amounts paid in 1917 and 1918. The dividend on common stock in 1917 was \$562,500, which does not include a stock dividend paid November 30, 1917, of \$2,500,000, which is reflected in the common dividend paid in 1918 and 1919 amounting to \$750,000, almost \$200,000 on which dividend has been paid on what amounts to watered stock created in 1917. How much of these returns are on actual investment and how much on water we cannot say.

This showing of the financial position and transactions of these two corporations, coupled with the fact that up until some three years ago engineers, firemen, conductors and trainmen employed by The Dominion Iron & Steel Company and by The Nova Scotia Steel & Coal Company were paid wage rates almost exactly the same as those paid to similar employees on the Sydney & Louisburg Railway and on the Cumberland Coal & Railway Company, should be positive proof of the unfairness of both the corporations involved toward the employees who are on strike.

Let it be borne in mind that the men suffered their disadvantages and inconveniences for very many years, that there was no disposition on the part of the companies to adjust the many injustices that had been practiced against the men, that there was a most determined opposition against giving the men the eight hour day, the standard wage rate and service conditions that were in operation on the Canadian railways, to all of which the men felt they were entitled and in proof of that belief, after all efforts for adjustment had failed, they left the service of their employers.

If ever there was a strike in the Dominion for which there was provocation and justification, this strike of employees of the Nova Scotia steel corporations is the one. These statements are truthfully made without any disposition to misrepresent the reasons for leaving the service, or for unfairly influencing public opinion. Every statement can be substantiated by proof. These questions are placed before the Canadian public fairly and squarely so that there may be no misunderstanding of the attitude of the reasons or the purposes of the employees that led them to leave the service of The Dominion Iron & Steel Company and The Nova Scotia Steel & Coal Company, November 22, 1920.

(Signed) JAMES MURDOCK,  
Vice-President,  
Brotherhood of Railroad Trainmen.

(Signed) GEO. K. WARK,  
Vice-President,  
Brotherhood of Locomotive Firemen  
& Enginemen.  
Also representing The Brotherhood  
of Locomotive Engineers.

**OTTAWA PREACHER URGED  
WOMEN AND GIRL STORE  
CLERKS TO JOIN UNION.**

(Continued from page 4)

application of guiding principles to the Christianizing of industry, Catholics can make a special contribution. . . .

**A Wrong Impression.**

"One of the fundamental fallacies upon which our present industrial system rests is the implied assumption that those engaged in industry, whether employees or capitalists, are but factors, not persons. Because labor has been considered merely as any other raw material to be bought at the lowest market irrespective of the effect on the character of the workers, we have, again to quote Leo XIII., 'misery and wretchedness pressing so heavily and unjustly at this moment on the vast majority of the working classes.' . . .

"The foundation of our present industrial system is the wage-system. If industry is to be Christianized, the wage system must be Christianized. Now the Christian principles as regards the wage-system are these four:

1. The wage system in itself is not unjust or immoral.

2. The wage system is not, like marriage, essential to human life.

3. The wage system as it works out at present 'lays upon the teeming masses of the laboring poor a yoke little better than that of slavery itself.'

4. The wage system must therefore be mended, or failing that ended by substituting another system which will not violate the moral law.

**Wage Not Only System.**

"The Catholic Church has never proclaimed the wage system the only possible system, or the best system. . . .

"When I pay a man a wage, I do not buy him. I buy temporarily the use of his service which he freely hires out to me. His human rights and dignity may neither be bought nor sold, as they are in slavery and prostitution. Neither is it permitted to offer, or freely to accept, less than a living wage, for that would render difficult or impossible that reasonable standard of living which an intelligent free Christian man requires, that he may develop his personality and maintain a family. This question of a living wage has been treated magisterially by Dr. John A. Ryan, of the Catholic University at Washington, in his book entitled 'A Living Wage.' The Catholic Church knows nothing of that conception which regards the workmen as a race apart perpetually destined to depend on wages only, and to work for others merely, and entitled to receive no more than will keep them as laborers. . . . She prefers, indeed, co-operation to competition. Co-operation should undoubtedly gradually supplant competition, and thus give a more practical example of Christian brotherhood, but meanwhile as long as industry is based on competition, and we are

living in the present, a living and just wage must be obtained by all.

**In a City Store.**

"Now there are workers in this city who are not receiving a living wage. In particular, the shop girls are in many stores given a criminally low wage. In one departmental store on Bank street girls work from 8.45 a.m. to 6 p.m. with one hour and a quarter at noon, that is eight hours. The parcel girls are paid from \$4 a week up, the sales-girls from \$5 a week up. A woman in this store may be saleslady for over a year and over 18 years of age, and get only \$6 a week. Now \$6 a week is not a living wage, and it is a sin against justice for the employer to pay it.

"In this store during the week before Christmas, the salesgirls worked, not merely from 8.45 a.m. to 6 p.m., but also apart from one hour for supper, till 10 p.m., that is, 11 full hours a day. Despite the huge amount of extra business done at Christmas time, the girls received not one cent of extra pay for this extra work. When, however, they arrive late they are docked. We have here a case of the sweated labor of women crying to heaven for vengeance.

"A woman worker,' we read in the booklet entitled 'A Christian Social Crusade,' published by the Catholic Social Guild, 'has a strict right to a personal living wage on precisely the same grounds, religious, moral and social, as a man, and as in the case of male wage-earners, this right is primarily against the employer.'

"Women doing the same work with the same degree of efficiency as men in occupations where both sexes are employed, have a right,' writes Dr. Ryan in his 'Living Wage,' 'not merely to a woman's living wage, but to the same remuneration as their male fellow-workers.' Who will say a woman can obtain decent lodging, sufficient nourishment, adequate clothing, necessary transportation, sufficient reading matter, reasonable recreation, and sufficient leisure and opportunities to enable her to lead a full and happy human life and fulfil the claims of religion, on \$6 a week? Yet these eight conditions are all necessary to a living wage. Nor is the list exclusive.

"It results from the investigations and decisions of various provincial minimum wage boards that less than \$12 a week is not a living wage for a woman. Yet the Ontario Government Department of Labor survey of 1920 shows that over 64 per cent of the salesladies in the departmental stores of Ontario receive less than \$12 a week.

**Urge Joining Union.**

"As in this instance I have pointed out a concrete case, I must point out also a concrete remedy. Let all the women and girls employed in stores in Ottawa join the Retail Clerks' Union. Employees should have sufficient *esprit de corps* to unite to defend their own vital in-

terests. Next let the officials of the Retail Clerks' Union demand at once that the Minimum Wage Board, recently formed under the Ontario Minimum Wage Act of 1920, immediately investigate the wages paid women and girls in Ottawa stores and establish for such employees a minimum legal wage. If called upon to do so, I shall be ready to prove before the board the accuracy of the charges I have made against a local store. The board might next profitably turn its attention to the other employers of cheap female labor in Ottawa. Meanwhile if any departmental store in Ottawa is giving a minimum wage of \$12 a week to all the girls and women it employs, apart from mere apprentices who have been employed less than a year, it could secure an excellent advertisement of its January sale by publishing the wage scale of all its employees. Women who do a day's work have a right in strict justice to a personal living wage, whether they live at home or have to board out. In such case, 'The laborer is worthy of his hire.' Those who live at home and help to support a big family have often even more need of a living wage than those who have but themselves to support.

"It is a mistake to suppose that a legal minimum living wage is necessarily the full measure of justice. As the four American bishops stated in the first Reconstruction pamphlet of the N.C.W.C.: 'In a country as rich as ours, there are few cases in which it is possible to prove that a worker would be getting more than that to which he has a right, if he were paid something in excess of this ethical minimum. Why then should we assume that this is the normal share of almost the whole laboring population? . . .

"Nevertheless, the full possibilities of increased production will not be realized so long as the majority of the workers remain mere wage-earners. The majority must somehow become owners, at least in part, of the instruments of production. They can be enabled to reach this stage gradually through co-operative productive societies and co-partnership arrangements. In the former, the workers own and manage the industries themselves; in the latter they

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own a substantial part of the corporate stock and exercise a reasonable share in the management. However slow the attainment of these ends, they will have to be reached before we can have a thoroughly efficient system of production, or an industrial and social order that will be secure from the danger of revolution. It is to be noted that this particular modification of the existing order, though far-reaching and involving to a great extent the abolition of the wage system, would not mean the abolition of private ownership. The instruments of production would still be owned by individuals, not by the state.'

"The only way in which we Catholics can to some extent disarm the ignorant and stupid suspicion of us which is ever latent and often patent, is to see that a proportional representation of practical and efficient Catholic laymen enter public life and thus bear a fair share of the burden of those who by their public position can help to make our city, our province and our country a happier one, by Christianizing not merely our industry but our whole civilization. For, 'Society,' said Leo XIII., 'can be healed in no other way than by a return to Christian life and Christian institutions.'



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# Success of the Co-operative Movement in England

(*Literary Digest, New York*).

THE rapid growth of the co-operative movement in England is being watched with much interest by American retailers. Several attempts have been made to transplant the co-operative scheme to this country without much success. Indeed, it seems to the New York Journal of Commerce that "co-operative selling-plans seem to be successful only in the country of their origin," and a British merchant is quoted in *The Canadian Grocer* as saying that selling competition is too keen and the art of salesmanship is too far advanced in this country for the movement to succeed. The Journal of Commerce goes on to take from *The Canadian Grocer* the following account of this interesting business development in England.

"The co-operative movement is composed of three co-ordinated divisions—the retail stores, the wholesale warehouses, and the factories. The 1,200 retail stores are owned by some 4,000,000 co-operative consumers, who hold shares costing \$5 each. No co-operator may hold more than 200 shares. The seven wholesale societies are owned and managed by a federation of the retail stores. The hundred productive establishments, in turn, are owned and managed by the wholesale organizations.

"The Co-operative Wholesale Society has its headquarters in Manchester, where its warehouses and offices occupy six blocks.

"The co-operative movement had in 1918 a membership of nearly 4,000,000 shareholders, a share and loan capital of \$388,000,000, and an annual sales trade of approximately \$1,250,000,000. It has 164,000 employees, whose collective wages and salaries bill equalled in 1918 some \$70,000,000 a year.

"Though the growth of the movement since the first year of the war has been rapid, the sales having nearly doubled in that time, the net surplus in 1918 was lower than that of 1917 by \$2,390,000. The cause of this decrease in surplus was the high price of labor and materials and the smaller margin between cost and the immediate charges to members, societies having given more immediate benefit to purchasers at the expense of the quarterly returns.

"Some idea of the competition in production furnished private enterprise by the English co-operative movement is contained in the fact that the Co-operative Wholesale Society (whose sales in 1919 amounted to \$437,400,000) owns and operates over 100 productive establishments, the value of whose products in 1919 totaled about \$126,360,000. These workshops produce foodstuffs and kindred commodities, textiles, clothing, underwear, and footwear, furniture, utensils, and household requisites.

"Land, factories, and docks worth from \$3,000,000 to \$5,000,000 are being bought each year by the Co-operative Wholesale. The turnover (deposits and withdrawals) of the C. W. S. Bank in 1919 reached over £500,000,000, or normally nearly \$2,500,000,000.

"The society now owns and operates sixteen tea plantations of 16,000 acres in India and Ceylon, a wheat estate of over 10,000 acres in Canada; its farms, estates, and lands in England cover 40,000 acres."

Successful as the co-operative movement has been, it is not without its troubles. "Its very growth has proved somewhat of a handicap, for the Government is seriously considering curtailment of some of its immunity from taxation." Moreover,

"Despite its immunity from taxation in the past, the society has been handicapped by lack of capital. This is chiefly due to the fact that the number of shares which an individual may hold in a co-operative enterprise is limited by law to £200, or roughly \$1,000. But the law does not prevent such an enterprise from placing loans or making bond issues to secure additional capital. Within the last year the C. W. S. has floated two issues of development bonds, totalling \$36,450,000.

"Another difficulty is to persuade the individual purchasing member to leave a sufficient amount of his surplus in the store to be capitalized for the financing of the business of the store. When the quarterly "dividend" is declared, the workingman—or his wife—promptly spends it. To combat this tendency, the society has established the Co-operative Union, which is devoted to propaganda and education. The Union has established in the retail stores, kindergartens, grammar schools, and high schools to teach co-operative principles. It has just appropriated a large sum of money to establish a university for the same purpose."

**DISSOLUTION OF  
LABOR UNION ASKED**  
Clothing Manufacturers Association of New York Files Suit Against the Amalgamated Clothing Workers of America.

Dissolution of the Amalgamated Clothing Workers of America, a labor union of about 170,000 clothing workers, the majority of whom are employed in New York City and Rochester, New York, is asked of the courts by the Clothing Manufacturers Association of New York, which for almost two months has been engaged in a bitter industrial struggle with the workers.

Announcement of the filing of the suit was made public last week. The amalgamated workers are plotting for rule of the proletariat, the

employers charge. They express fear that seizure of property is the aim of the organization.

Sidney Hillman, president of the union, was served with papers. There are said to be 191 other defendants. Mr. Hillman issued a statement in which he said that the present move was "the last effort to hold in line the manufacturers whom the Clothing Manufacturers Association misled into this lock-out, and who are now breaking from control."

The statement of the employers announcing the suit charges that the amalgamated is "an unlawful combination, organized solely for the purpose of destroying the existing social structure in the clothing industry in the United States." The amalgamated is further charged with committing acts "injurious to the public welfare, public morale and to trade and commerce, and for the perversion and obstruction of justice and the due administration of the laws of the State of New York."

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("Every Man for Himself," by Hopkins Moorhouse. Published at \$1.75, by The Musson Book Company, Toronto).

"Every Man for Himself," by Hopkins Moorhouse, is a Canadian tale thrilling with romance, adventure and political dodgery. It is based on the mysterious disappearance of a satchel containing \$50,000 intended by a Toronto financier as a campaign fund for tricky work in politics. The author weaves an elaborate plot involving love, honor, duty and dishonesty in a clever and convincing way, jumping from action to action more quickly than a movie and more interestingly than most movies. Scenes are laid in Toronto, Toronto Island and through the North Shore Algoma district. The book is a sit-up-till-you-get-to-the-last-word work, fresh as a new pin with a characterization wholly Canadian.

Hopkins Moorhouse is a Winnipeg author who has a continental reputation as a journalist and short story writer. For some years he has lived in the west, but he was educated at London, Ontario, is a graduate of the Western University in that city, and served on different newspapers in eastern Canada.

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# Causes For The Strike of Engineers, Firemen, Conductors and Brakemen in Nova Scotia

These employees of the Dominion Iron & Steel Company and the Nova Scotia Steel & Coal Company were working 12 hours daily for approximately 50 per cent of the wage paid for like classes of service in railway employment.

The conditions of service were practically the same, EXCEPT that the employees of the steel companies were compelled to assume greater risks in their employment because of poor equipment, proximity to dangerous conditions arising out of the nature of the service that do not occur in railway employment, and exposure to all of the hazards incident to the inside operation of great steel industries.

The refusal of the corporations to submit the requests of the men to a Board of Adjustment, composed of six railway officials representing the railway companies of Canada on the Canadian Railway Board of Adjustment No. 1;

The determination of the companies to demand low standards of wages for their employees and high standards of returns for the corporations, and an unyielding determination to suspend the operations of their properties altogether rather than pay a decent wage to their employees;

The further determination to use the resources and men of the Dominion of Canada for the aggrandizement of the steel corporations and the impoverishment of the employees; . . . .

The belief that it was unfair to force these men to work a day and one-half to earn enough to live a day;

These are the causes that led to the strike in which it is certain every citizen of the Dominion has an abiding interest, if he believes in the welfare and prosperity of Canada.

## THE EFFECT

The wages paid by the Dominion Iron & Steel Company and the Nova Scotia Steel & Coal Company are shown in the demands of like industries that their men accept a reduction. November 1st, 1920, the Algoma Steel Corporation signed an agreement with its employees that "wages paid by the Corporation to engineers, firemen, conductors and brakemen in the transportation department will remain as those paid to similar classes employed in the Algoma Central Railway Yard at Sault Ste. Marie." January 6, 1921, the Committees representing these employees were called into the office and asked to accept a reduction.

Undoubtedly this action of the Algoma Steel Corporation is due wholly to the influence of the Dominion Iron & Steel Company and the Nova Scotia Steel & Coal Company.

**JAMES MURDOCK,**  
Vice-President,  
Brotherhood of Railroad Trainmen.

**GEO. K. WARK,**  
Vice-President,  
Brotherhood of Locomotive Firemen  
and Engineers; also representing  
The Brotherhood of Locomotive Engineers.